

SUPERVISORY CBP OFFICER-SECOND LINE

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

Overview

Open & closing dates

🕒 06/20/2016 to 07/08/2016

Salary

\$84,443 to \$109,781 per year

Pay scale & grade

GS 13

Work schedule

Full-Time - Full Time

Appointment type

Permanent

Locations

Many vacancies in the following locations:

Anchorage, AK

Mobile, AL

Douglas, AZ

Lukeville, AZ

Naco, AZ

Nogales, AZ

Phoenix, AZ

San Luis, AZ

Sasabe, AZ

Tucson, AZ

Calexico, CA

Long Beach, CA

Los Angeles, CA

Otay, CA

Port Hueneme, CA
San Francisco, CA
San Ysidro, CA
Denver, CO
Hartford, CT
New Haven, CT
Wilmington, DE
Cape Canaveral, FL
Fort Lauderdale, FL
Fort Myers, FL
Jacksonville, FL
Key West, FL
Miami, FL
Orlando, FL
Sanford, FL
Tampa, FL
West Palm Beach, FL
Atlanta, GA
Savannah, GA
Hagatna, GU
Honolulu, HI
Des Moines, IA
Eastport, ID
Chicago, IL
Milan, IL
Peoria, IL
Rockford, IL
Evansville, IN
Indianapolis, IN
Wichita, KS

Hebron, KY

Louisville, KY

New Orleans, LA

Boston, MA

Andrews AFB, MD

Baltimore, MD

Bangor, ME

Calais, ME

Eastport, ME

Fort Fairfield, ME

Fort Kent, ME

Houlton, ME

Jackman, ME

Lubec, ME

Madawaska, ME

Portland, ME

Van Buren, ME

Vanceboro, ME

Detroit, MI

Port Huron, MI

Romulus, MI

Sault Ste. Marie, MI

Duluth, MN

International Falls, MN

Minneapolis, MN

Chesterfield, MO

Kansas City, MO

Springfield, MO

Woodson Terrace, MO

Roosville, MT

Sweet Grass, MT

Charlotte, NC

Pembina, ND

Portal, ND

Omaha, NE

Newark, NJ

Albuquerque, NM

Columbus, NM

Santa Teresa, NM

Las Vegas, NV

Alexandria Bay, NY

Buffalo, NY

Champlain, NY

Massena, NY

Ogdensburg, NY

Queens, NY

Trout River, NY

Ashtabula, OH

Columbus, OH

Dayton, OH

Middleburg Heights, OH

Sandusky, OH

Toledo, OH

Portland, OR

Erie, PA

Harrisburg, PA

Philadelphia, PA

Pittsburgh, PA

Tinicum, PA

San Juan, PR

Providence, RI

Charleston, SC

Sioux Falls, SD

Memphis, TN

Brownsville, TX

Dallas, TX

Del Rio, TX

Eagle Pass, TX

El Paso, TX

Hidalgo, TX

Houston, TX

Laredo, TX

Presidio, TX

Progreso, TX

Rio Grande City, TX

Roma, TX

Tornillo, TX

Alexandria, VA

Dulles Airport, VA

Norfolk, VA

Sterling, VA

Saint Thomas, VI

Derby Line, VT

Highgate Springs, VT

Norton, VT

Richford, VT

Saint Albans, VT

Williston, VT

Blaine, WA

Oroville, WA

Seattle, WA

Sumas, WA

Green Bay, WI

Milwaukee, WI

Racine, WI

Relocation expenses reimbursed

Yes Relocation expenses may or may not be authorized based on the duty location and management approval. Relocation expenses will only be approved in rare circumstances. Application decisions should not be based on whether relocation funding will be paid.

This job is open to



[Federal employees](#)

Current or former competitive service employees, including:

- Merit promotion
- Career Transition (CTAP, ICTAP, RPL)
- Transfer

Announcement number

MHCMP-1707275-AKM

Control number

439376600

Duties

Summary

Apply for this exciting opportunity to strengthen Homeland Security by performing law enforcement activities such as inspection, intelligence analysis, examination, and interpretation of laws and regulations.

NOTE: We are no longer issuing certificates for this position from the previous announcement (MHCMP-1396887-IC); that announcement has been discontinued. You must re-apply to this current vacancy announcement to continue to receive consideration.

NOTE: Please read the announcement in its entirety, especially the "How to Apply" section. Failure to follow specific application instructions may result in an ineligible rating.

Who May Apply: Current U.S. Customs and Border Protection employees with competitive status.

For definitions of terms found in this announcement, please see

http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm
(http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm)

One or more selections may be made using this job opportunity announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed.

This announcement is for a 2nd line Supervisory CBP Officer GS-13. If you wish to apply to the 1st line Supervisory CBP Officer GS-13, please see job opportunity announcement **1703307**.

If going from a LEO Covered Position to a Secondary CBPO Special Enhanced Retirement Covered Position: Please be advised that when you enter on duty in this secondary CBPO special enhanced retirement covered position you will no longer be covered under the Special Retirement System for Law Enforcement Officers, but will only be covered under the Federal Employees Retirement System (FERS). For further information on the CBPO Enhanced Retirement Coverage, please see the section on Retirement Coverage.

Salary: The following link displays the locality pay tables by geographic area. If you do not see your geographic area listed, please select "Rest of the United States". <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>
(<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/>)

COLA is authorized for certain locations and is calculated separately using the base salary table.

<https://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/nonforeign-areas/#url=COLA-Rates>
(<https://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/nonforeign-areas/#url=COLA-Rates>)

Responsibilities

In this second-line supervisory position, you will become a key member of a team of Homeland Security professionals detecting and preventing terrorists and instruments of terror from entering the U.S. Typical work assignments include:

- Responding to and resolving technical and operational questions regarding functions or programs supervised
- Providing guidance and training, communicating intelligence and enforcement information, and disseminating new procedures and policy changes
- Planning and accomplishing assignments, projects, studies or investigations intended to explore and resolve major operations and law enforcement problems, or to develop, improve, or install new procedures
- Directly overseeing a team of subordinate supervisors and performing a full range of supervisory functions

WHERE WILL POSITIONS BE FILLED UNDER THIS ANNOUNCEMENT? Positions filled under this announcement are in the U.S. Customs and Border Protection, Office of Field Operations. Positions are available throughout the United States. To view a list of the available duty locations, please refer to the duties section of this announcement. You will be asked to identify your duty location preferences in the on-line application process. In some cases, the duty stations may not have a vacancy during the life of this announcement. In addition, there may be occasions where applicants are referred for selection based upon working within a particular commuting area. **The local commuting area** is defined as the area surrounding the duty station by which people reasonably travel back and forth from home to work. If you are selected for and accept this position, once you enter on duty, you will no longer be referred for other locations under this announcement.

Geographic Location: You may select up to SEVEN locations where you would be willing to work.

Listed below are the duty locations where positions may be filled under this announcement:

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Anchorage	AK	Andrews AFB	MD	Toledo	OH
Mobile	AL	Baltimore	MD	Portland	OR
Douglas	AZ	Bangor	ME	Erie	PA
Lukeville	AZ	Calais	ME	Harrisburg	PA
Naco	AZ	Eastport	ME	Philadelphia	PA
Nogales	AZ	Fort Fairfield	ME	Pittsburgh	PA
Phoenix	AZ	Fort Kent	ME	Tinicum	PA
San Luis	AZ	Houlton	ME	San Juan	PR
Sasabe	AZ	Jackman	ME	Providence	RI
Tucson	AZ	Lubec	ME	Charleston	SC
Calexico	CA	Madawaska	ME	Sioux Falls	SD
Long Beach	CA	Portland	ME	Memphis	TN
Los Angeles	CA	Van Buren	ME	Brownsville	TX
Otay	CA	Vanceboro	ME	Dallas	TX

Port Hueneme	CA	Detroit (Land)	MI	Del Rio	TX
San Francisco	CA	Port Huron	MI	Eagle Pass	TX
San Ysidro	CA	Romulus (Airport)	MI	El Paso	TX
Denver	CO	Sault St. Marie	MI	Hidalgo/Pharr	TX
Hartford	CT	Duluth	MN	Houston	TX
New Haven	CT	International Falls	MN	Laredo	TX
Wilmington	DE	Minneapolis	MN	Presidio	TX
Cape Canaveral	FL	Chesterfield	MO	Progreso	TX
Fort Lauderdale	FL	Kansas City	MO	Rio Grande City	TX
Fort Myers	FL	Springfield	MO	Roma	TX
Jacksonville	FL	Woodson Terrace	MO	Tornillo	TX
Key West	FL	Roosville	MT	Alexandria	VA
Miami	FL	Sweetgrass	MT	Dulles Airport	VA
Orlando	FL	Charlotte	NC	Norfolk	VA

Sanford	FL	Pembina	ND	Sterling	VA
Tampa	FL	Portal	ND	Saint Thomas	VI
West Palm Beach	FL	Omaha	NE	Derby Line	VT
Atlanta	GA	Newark	NJ	Highgate Springs	VT
Savannah	GA	Albuquerque	NM	Norton	VT
Hagatna	GU	Columbus	NM	Richford	VT
Honolulu	HI	Santa Teresa	NM	Saint Albans	VT
Des Moines	IA	Las Vegas	NV	Williston	VT
Eastport	ID	Alexandria Bay	NY	Blaine	WA
Chicago	IL	Buffalo	NY	Oroville	WA
Milan	IL	Champlain	NY	Seattle	WA
Peoria	IL	Massena	NY	Sumas	WA
Rockford	IL	Ogdensburg	NY	Green Bay	WI
Evansville	IN	Queens	NY	Milwaukee	WI

Indianapolis	IN	Trout River	NY	Racine	WI
Wichita	KS	Ashtabula	OH		
Hebron	KY	Columbus	OH		
Louisville	KY	Dayton	OH		
New Orleans	LA	Middleburg Heights	OH		
Boston	MA	Sandusky	OH		

Travel Required

Occasional travel - You may be required to travel.

Supervisory status

Yes

Promotion Potential

13

Who May Apply

This job is open to...

Current U.S. Customs and Border Protection employees with competitive status.

Questions? This job is open to 1 group.

Job family (Series)

[1895 Customs And Border Protection](https://www.usajobs.gov/Search/?j=1895)
(<https://www.usajobs.gov/Search/?j=1895>)

Requirements

Conditions Of Employment

- You must be a U.S. Citizen to apply for this position
- You may be required to pass a background investigation and/or polygraph
- Males born after 12/31/1959 must be registered with Selective Service
- You may be required to pass initial and random drug testing
- You must pass the CBP Officer Promotional Assessment (including In-basket)
- You will be required to carry a firearm and maintain firearm proficiency

Promotion Eligibility Rules as of October 1, 2013 (Directive No. 51332-022B):

CBP requires competition for selection into supervisory and managerial positions for occupations covered by competency-based assessments.

- First-line GS-13 supervisors who have not held a permanent second-line or higher supervisory/managerial level position must compete. GS-13 applicants will not be considered non-competitively for the GS-13 second-line or higher supervisory/managerial position from a first-line supervisory position.
- Mandatory competition for this position now carries a one year requisite time-in-position at the first-line supervisory GS-13 position.
- The above requirement does not apply if you currently hold or previously held a permanent supervisory or managerial GS-13 second-line (or higher) or equivalent position.
- Temporary and permanent Course Developer/Instructors (CDIs) will follow eligibility requirements for first-line supervisors. Incumbents in these positions will be eligible to compete for the GS-13 second-line or higher supervisory/managerial positions after serving the one year requisite time-in-position as a GS-13 CDI.
- To view the promotion eligibility directive (Directive No. 51332-022B) in its entirety, please visit the HRM career center webpage on CBPNET.

Qualifications: You must meet all qualification requirements by June 19, 2017. Qualification claims will be subject to verification through a review of your work experience and/or education as provided in your resume, transcripts (as applicable), and responses to assessment questions. This verification could occur at any stage of the application process.

Qualifications

GS-13: You qualify at the GS-13 level if you possess one (1) year of specialized experience that equipped you with the skills needed to perform the job duties. Examples include leading, directing, supervising, and providing technical direction to others in performing inspection, intelligence analysis, examination, and law enforcement programs relating to the arrival and departure of persons, conveyances, and merchandise into the U.S. Experience supervising Customs and Border Protection related work activities is preferred.

Secondary CBP Officer Requirement: The criterion is that knowledge, skill and ability in a position deemed to meet primary CBPO special retirement coverage is a mandatory prerequisite to satisfactorily perform the major duties and responsibilities of this job. In order to meet the requirements of this secondary CBP Officer position you must have permanently served in a primary CBP Officer Special Enhanced Retirement covered position, i.e. Customs Inspector, GS-1890, Immigration Inspector, GS-1816, Canine Enforcement Officer, GS-1801, or CBP Officer, GS-1895.

Note: If you currently serve in a permanent secondary CBP Officer Special Enhanced Retirement covered position, you are exempt from this mandatory prerequisite.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current Federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the Federal service) by June 19, 2017.

If you are not a current GS-1895, and you are selected, you will have to meet the following medical/physical standards:

Physical and Medical Requirements: Because the duties of the position are of a strenuous nature and require a high degree of interaction and responsibility to the public, you must undergo and successfully pass our medical screening process. We will schedule, provide and pay for the required basic medical examination. For more information, please go to:

http://www.cbp.gov/sites/default/files/documents/cbpo_drug_test_3.pdf

http://www.cbp.gov/sites/default/files/documents/cbpo_drug_test_3.pdf
(http://www.cbp.gov/sites/default/files/documents/cbpo_drug_test_3.pdf)

Physical Fitness Screening: Due to the strenuous nature of the CBP Officer duties and the associated training programs, fitness tests have been developed and will be used to screen candidates for CBP Officer positions. Candidates will be required to pass 2 pre-employment fitness tests. For more information on the requirements and a 6-week readiness program designed to assist you in achieving a level of physical fitness that will help you successfully pass the CBP fitness tests, please see the following links: <http://www.cbp.gov/careers/join-cbp/which-cbp-career/cbp-officer>
(<http://www.cbp.gov/careers/join-cbp/which-cbp-career/cbp-officer>)
and Pre-Employment Fitness Test-1 Physical Readiness Program
http://www.cbp.gov/sites/default/files/documents/CBPO_PFT-1_PhysicalReadinessProgram.pdf
(http://www.cbp.gov/sites/default/files/documents/CBPO_PFT-1_PhysicalReadinessProgram.pdf)

Firearms Requirement: You will be required to carry a firearm and maintain firearm proficiency. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition. You will be required to certify whether you have ever been convicted of such an offense. False or fraudulent information is criminally punishable by fine or imprisonment.

Supervisory Probationary Period: You may be required to serve an 18 month probationary period upon appointment and complete a supervisory training course within 12 months of assignment.

Data Systems: You will be required to maintain access to all data systems necessary for duty execution.

Shift work: You will be required to perform work on a shift and rotational basis.

Overtime: You must be readily available to work overtime on a scheduled or unscheduled basis in excess of the 40-hour work week.

Rotation of Assignments/Duty Locations: Applicants may be required to rotate assignments and duty locations.

Basic Training: You may be required to attend approximately 18 weeks of training at the CBP Academy at FLETC. Candidates selected for certain duty locations may receive an additional six weeks of Spanish language training.

Motor Vehicle Operation: You must possess a current valid State driver's license at the time of appointment.

Uniform: This position requires you to wear an officially-approved uniform while in a duty status.

Education

Additional information

Background Investigation: Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (i.e., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy) and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. Entry into this position may require that you successfully pass a polygraph examination. For more information, please see: <https://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>
(<https://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>)

Probationary Period: Current and former federal employees may be required to serve or complete a probationary period.

Bargaining Unit: This position is not covered under the bargaining unit.

CBP uses E-Verify to validate all newly hired applicants' ability to work in the United States. To learn more about E-Verify, please follow this link: <http://www.uscis.gov/e-verify>
(<http://www.uscis.gov/e-verify>)

Relocation Information: To compare cost of living data, calculate mortgage scenarios, or gather information on communities and school districts, please visit the website:

<http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>
(<http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>)

Please view the video "Protecting America 24/7" to learn more about CBP's Office of Field Operations:

http://cbpapps.cbp.dhs.gov/oyo/2011/protecting_america/pro_america.wmv
(http://cbpapps.cbp.dhs.gov/oyo/2011/protecting_america/pro_america.wmv)

WHEN IS THIS ANNOUNCEMENT OPEN AND WHAT IS THE LAST DATE TO APPLY FOR THIS POSITION? We are currently accepting applications from Monday, June 20, 2016 to Friday, July 08, 2016. You must apply on-line by 11:59 p.m. ET, Friday, July 08, 2016 to receive consideration under this announcement. Please refer to the "How to Apply" section for further guidance. You must meet the qualifications and eligibility by June 19, 2017 to be considered eligible under this announcement. Eligible applicants may be referred and selected at any time after the closing date. However, if selected, you will be promoted/reassigned only after you have met all job requirements such as qualifications and time-in-grade requirements. Employees who meet the qualifications and other job requirements (as explained in this announcement) by June 19, 2017, are encouraged to apply during the open period. If you do not apply by Friday, July 08, 2016, you WILL NOT have an opportunity to apply for this position and will not receive consideration for selection until the next open period.

Every individual receives a fair opportunity throughout the federal recruitment and hiring process. To learn more, click on the link https://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf
(https://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf)

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](https://twitter.com/#!/customsborder)
(<https://twitter.com/#!/customsborder>)

How You Will Be Evaluated

CBP Officer Promotional Assessment: Qualified U.S. Customs and Border Protection (CBP) candidates will be ranked on the basis of the scores received on your CBP Officer Promotional Assessment. Competitive applicants must have a valid test score when the announcement opens, or we cannot consider you for this position. Alternate Staffing (Non-Competitive) Candidates need not have a current, valid test score. Alternate Staffing (Non-Competitive) candidates include applicants who have permanently held a second-line supervisory/managerial position or equivalent at the highest grade announced or higher. Details and temporary promotions do not count.

AND

Your application record will remain in a pending status until after the announcement closes, at which time we will upload test scores. If you have completed the assessment questionnaire and have uploaded all required documents for this announcement, there is nothing further you need to do at this time.

Knowledge, Skills, Abilities and Other Characteristics (KSAOs):

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume.

The KSAO's are:

- Ability to interpret a wide variety of laws, rules, regulations, and procedures concerning import-export of merchandise, cargo, or personal possessions to the U.S for processing and control of passengers, baggage, cargo, and carriers.
- Expert knowledge of law enforcement methods including interrogating, searching, seizing, arresting, and self-defense.
- Knowledge of principles and techniques of management to accomplish work through others.
- Knowledge and understanding of policies, principles, and objectives of EEO and special emphasis programs.

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see [View Occupational Questionnaire](#)

<https://ApplicationManager.gov/Questionnaire.aspx?ID=5740932&PreviewType=Questionnaire>

Agency Career Transition Assistance Program (CTAP) eligibility: If you have never worked for the federal government, you are not CTAP eligible. Information about CTAP eligibility is on the OPM's Career Transition Resources website at: http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a (http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a)

To be considered well qualified under CTAP, you must be rated at a minimum score of 85 for this position. In addition, you must submit the supporting documents listed in the "Required Documents" section of this announcement.

Background checks and security clearance

Security clearance

[Public Trust - Background Investigation](https://www.usajobs.gov/Help/fag/job-announcement/security-clearances/)
(<https://www.usajobs.gov/Help/fag/job-announcement/security-clearances/>)

Required Documents

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. Your resume must be in English and must include your job titles and a detailed description of your duties and the dates you performed them (MM/DD/YY), as well as your hours per week for each position listed. Your resume should also contain your full name, address, phone number, email address, and salary. NOTE: Resumes stored on USAJOBS will **not** automatically carry over to this announcement.
- **Your responses to the job questionnaire** [View Occupational Questionnaire](https://ApplicationManager.gov/Questionnaire.aspx?ID=5740932&PreviewType=Questionnaire)
(<https://ApplicationManager.gov/Questionnaire.aspx?ID=5740932&PreviewType=Questionnaire>)
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; your most recent SF-50B (noting your current position, grade level and duty location); a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a notification from the applicable Military Department or National Guard Bureau, that you are retired under 5 U.S.C. 8337(h) or 8456.
- ***Veterans preference points are not applicable to Merit Promotion announcements.***
- **You may be asked to provide a copy of your recent performance appraisal and/or incentive awards.** Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under "Other" documents. "Other" documents may not be applicable for each applicant, but should be utilized if you are submitting a SF-50 for proof of federal service, veterans documents for eligibility, transcripts for qualifications, etc.

It is your responsibility to verify that any information entered, uploaded, or faxed is received and is accurate. Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload or fax it by the closing date.

If you are relying on your education to meet qualification requirements:

You **MUST** submit a copy of your transcript if you want to substitute your education for experience. If you claim qualifications based on education, and do not submit a transcript, your education will not be used in making a qualification determination and you may be found "**not qualified**".

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from [schools accredited by accrediting institutions recognized by the U.S. Department of Education.](http://www.ed.gov/admins/finaid/accred/) (<http://www.ed.gov/admins/finaid/accred/>)

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

Benefits

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

- [Benefits for federal employees](https://www.usa.gov/benefits-for-federal-employees#item-36407)
(<https://www.usa.gov/benefits-for-federal-employees#item-36407>)
- [Healthcare insurance](https://www.opm.gov/healthcare-insurance/)
(<https://www.opm.gov/healthcare-insurance/>)
- [Pay and leave](https://www.usajobs.gov/Help/working-in-government/pay-and-leave/)
(<https://www.usajobs.gov/Help/working-in-government/pay-and-leave/>)

DHS offers competitive starting salaries and an attractive benefits package, including: health insurance, Thrift Savings Plan (similar to a 401(k)), Flexible Spending Account, retirement plan, life and long-term care insurance, Employee Assistance Program, personal leave days and paid federal holidays. Other benefits may include: flexible work schedules, telework, tuition reimbursement, transportation subsidies, uniform allowance, health and wellness programs, and fitness centers. DHS is committed to employee development and offers a variety of employee training and development opportunities. For more information, please go to www.dhs.gov/careers (<http://www.dhs.gov/careers>) and select "Benefits".

Retirement Coverage: This position has been identified as a secondary position as provided under the enhanced retirement provision of Public Law 110-161 for Customs and Border Protection Officers. Please see http://cbpnet.cbp.dhs.gov/xp/cbpnet/hrm/retirement/new_cbpo_retirement_coverage/cbp_faqs.xml (http://cbpnet.cbp.dhs.gov/xp/cbpnet/hrm/retirement/new_cbpo_retirement_coverage/cbp_faqs.xml) for requirements of secondary coverage. Information is also available by calling the CBPO Retirement Coverage toll-free hotline at 1-866-469-7359 (#)

or emailing questions to RABASERVICES@cbp.dhs.gov (<mailto:RABASERVICES@cbp.dhs.gov>)

. If you are found qualified and eligible to occupy this position but do not meet the criteria to receive the enhanced retirement coverage, you will be covered under the FERS retirement system.

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How to Apply

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

We strongly encourage you to apply online. If you cannot apply online, you may fax your resume, assessment questionnaire, and supporting documents to **(478) 757-3144** (#)

. You must print a copy of and document your responses to the assessment questionnaire [View Occupational Questionnaire](https://ApplicationManager.gov/Questionnaire.aspx?ID=5740932&PreviewType=Questionnaire) (<https://ApplicationManager.gov/Questionnaire.aspx?ID=5740932&PreviewType=Questionnaire>)

using OPM Form 1203-FX http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf (http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf), and the official fax cover sheet: <http://staffing.opm.gov/pdf/usascover.pdf> (<http://staffing.opm.gov/pdf/usascover.pdf>)

. Please include job opportunity announcement ID 1707275 and provide your SSN, name, and address using the exact name you used when you filled out the questionnaire. If you have uploaded documents into your application, you do not need to fax those same documents.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries **only**. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on Friday, July 08, 2016.**

Agency contact information

CBP MHC Hiring

Phone

[\(952\)857-2932](tel:(952)857-2932)
(tel://(952)857-2932)

Fax

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Email

CBPHIRING-APPLICANTINQUIRY@CBP.DHS.GOV
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Address

CBP Minneapolis Hiring Center
5600 American Blvd
Suite 700
Bloomington, MN
USA

[Learn more about this agency](#)
(#agency-modal-trigger)

Customs & Border Protection (CBP): Securing America's Borders

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resiliency to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career in CBP, the sole organization responsible for securing the nation's borders. At U.S. Customs and Border Protection, we:

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers, please see <http://www.cbp.gov> (<http://www.cbp.gov>)

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Joining the Customs and Border Protection Office of Field Operations will allow you to use your expertise to detect and prevent terrorists and instruments of terror from entering the U.S. This position starts at a salary of \$84,443 (GS-1895-13, step 1).

Next steps

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts at: <https://my.usajobs.gov/Account/NotificationSettings.aspx> (<https://my.usajobs.gov/Account/NotificationSettings.aspx>)

. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

This announcement will be used until approximately June 19, 2017 to fill Supervisory CBP Officer (Second Line), GS-13 positions.

Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy And gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) office at OPM](https://www.opm.gov/about-us/our-people-organization/support-functions/equal-employment-opportunity/)
(<https://www.opm.gov/about-us/our-people-organization/support-functions/equal-employment-opportunity/>)
- [Office of Equal Opportunity](http://www.eeoc.gov/eeoc/internal_eeo/index.cfm)
(http://www.eeoc.gov/eeoc/internal_eeo/index.cfm)

Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a Case-by-Case basis.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.
- [Disability Employment - Reasonable Accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/)
(<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)
- [How to contact an agency](https://www.usajobs.gov/Help/how-to/application/agency/contact/)
(<https://www.usajobs.gov/Help/how-to/application/agency/contact/>)

Legal and regulatory guidance

[Financial suitability](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/>)

[Social security number request](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/>)

[Privacy Act](#)

[Signature & False statements](#)

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/\)](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/)

Selective Service

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/\)](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/)

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/\)](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/)

New employee probationary period

[\(https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/\)](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/)